

PLACEMENT PROGRAMS TIP SHEET

Mandatory and priority placement programs minimize the adverse effects on employees who are affected by actions through no fault of their own. Your HR professional can provide more information, advice and guidance regarding these programs.

MANDATORY PLACEMENT PROGRAMS

PRIORITY PLACEMENT PROGRAM (PPP)

This is a DoD placement program for employees adversely impacted by actions such as reduction in force (RIF), base closures, contracting out and transfer of function. When a vacancy occurs, well-qualified personnel who have registered in the program may be mandatory placements to fill the vacancy. PPP registrants must be considered before certain outside job applicants. The PPP is also used to place well-qualified overseas returnees, employees on retained grade and military/civilian spouses.

REEMPLOYMENT PRIORITY LIST (RPL)

This is a statutory program that requires agencies to give reemployment consideration to former competitive service employees of the agency separated by a reduction in force or who have fully recovered after more than one year from a compensable injury. Well-qualified RPL registrants must be considered before certain outside job applicants.

INTERAGENCY CAREER TRANSITION ASSISTANCE PLAN (ICTAP)

This is a governmentwide placement program requiring activities to give placement consideration to well-qualified displaced employees (e.g., impacted by a reduction-in-force) from other federal agencies outside DoD. Individuals must apply to specific individual vacancy announcements in order to receive consideration.

STATUTORY PLACEMENT RIGHTS

STATUTORY RIGHTS TO PLACEMENT THROUGH A THIRD-PARTY DECISION

This category consists of situations where a third-party decision (such as an EEO decision, Merit Systems Protection Board (MSPB) decision or union arbitration decision) requires that an employee be placed in a position.